

<b>AMENDED CHARGE OF DISCRIMINATION</b>  This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To:      Agency(ies) Charge No(s):  <div style="display: flex; justify-content: space-between;"> <span>EEOC</span> <span>530-2023-08005</span> </div> <div style="display: flex; justify-content: space-between;"> <span>FEPA</span> <span></span> </div>
<b>Pennsylvania Human Relations Commission</b> and EEOC _____ <i>State or local Agency, if any</i>	

Name (indicate Mr., Ms., Mrs., Miss, Mx., Dr., Hon., Rev.) Avery Hardaway	Home Phone (617) 968-7585	Year of Birth
Street Address 412 W Berks St Philadelphia, PA 19122		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)		
Name TRADER JOES COMPANY - 618 PHILADELP	No. Employees, Members 15 - 100 Employees	Phone No. (626) 599-2833
Street Address 1324 ARCH ST. PHILADELPHIA, PA 19107		
Name	No. Employees, Members	Phone No.
Street Address      City, State and ZIP Code		

DISCRIMINATION BASED ON  Religion	DATE(S) DISCRIMINATION TOOK PLACE  <div style="display: flex; justify-content: space-between;"> <span>Earliest 08/01/2022</span> <span>Latest 08/01/2023</span> </div>
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THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I applied to work with Respondent, Trader Joe's Company, earlier in August 2022. After filling out an online application, I followed-up in-person with a store manager. The manager repeatedly asked me whether I could work Saturdays after I explicitly stated on my application that I would be unable to do so as my religion considers it a day of rest, which Respondent was not receptive to. I was ultimately told that I was not selected for this role, however their website still had "Interested in Crew?" posted. I called months later, to which they replied that they were not hiring.

I again attempted to apply at a Job Fair in June 2023 to the Arch Street location. I was interviewed on-the-spot by another store manager. Following this interview, I called the store to ask if I could start immediately since I was at that point unemployed. The store manager laughed and said that I was not selected. I reapplied, at which point I received an email saying my application would be under consideration for three weeks. When I again called the store manager to ask to start immediately, I was told that "it does not work like that." Though I have not been selected, my status reads, "Future Consideration." I signed up to be notified of open positions with three stores, but have yet to receive a single notification.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT
_____ Date      Charging Party Signature	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC Form 5 (11/09)

<p align="center"><b>AMENDED CHARGE OF DISCRIMINATION</b></p> <p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To:                      Agency(ies) Charge No(s):</p> <p align="center">EEOC    <b>530-2023-08005</b></p> <p align="center">FEPA</p>
<p align="center"><b>Pennsylvania Human Relations Commission</b>                      and EEOC</p> <p align="center">_____ <i>State or local Agency, if any</i></p>	
<p>I again reapplied, but now I am listed as a "new candidate." Additionally, the careers page lists me as a Team Member which makes means that I no longer receive alerts for job fairs and openings. I fit the qualifications for this position.</p> <p>I allege that I have been discriminated against on the basis of retaliation and of my religion, with regard to my ineligibility for hire, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>	

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY – <i>When necessary for State and Local Agency Requirements</i></p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p>_____ <i>Date</i>    <i>Charging Party Signature</i></p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>_____ <i>SUBSCRIBED      AND      SWORN      TO      BEFORE      ME      THIS      DATE</i> <i>(month, day, year)</i></p>

CP Enclosure with EEOC Form 5 (11/09)

**PRIVACY ACT STATEMENT:** Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

#### **NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW**

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

#### **NOTICE OF NON-RETALIATION REQUIREMENTS**

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.



**TRADER JOE'S**



## Careers

### My Profile

**Team Member At Michaels**

**Name:**

Avery Hardaway

**E-mail:**

averyhardaway@gmail.com (--)

**Address:**

Philadelphia (19122-2211)

Pennsylvania , United States (home)

**EDIT PROFILE**

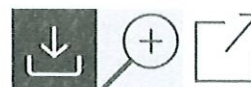
**CHANGE PASSWORD**

## Attachments

TraderJoe'sCareers.png (resume)



TraderJoe's.docx (resume)









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OF THE COMMONWEALTH SYSTEM OF HIGHER EDUCATION

BY AUTHORITY OF THE BOARD OF TRUSTEES AND UPON RECOMMENDATION  
OF THE FACULTY HEREBY CONFERS UPON

**Avery J. Harbaway**

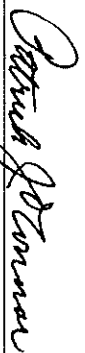
THE DEGREE OF

**Bachelor of Science**

TOGETHER WITH ALL THE RIGHTS PRIVILEGES AND HONORS APPERTAINING  
THERETO IN RECOGNITION OF THE SATISFACTORY COMPLETION  
OF THE COURSE PRESCRIBED BY THE FACULTY OF THE UNIVERSITY

IN TESTIMONY WHEREOF THE UNDERSIGNED HAVE SUBSCRIBED  
THEIR NAMES AND AFFIXED THE SEAL OF THE UNIVERSITY

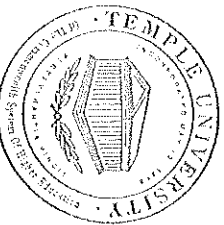
GIVEN AT PHILADELPHIA PENNSYLVANIA ON THIS TWENTY SEVENTH DAY OF  
AUGUST TWO THOUSAND AND TEN



CHAIR OF THE BOARD OF TRUSTEES



SECRETARY





PRESIDENT

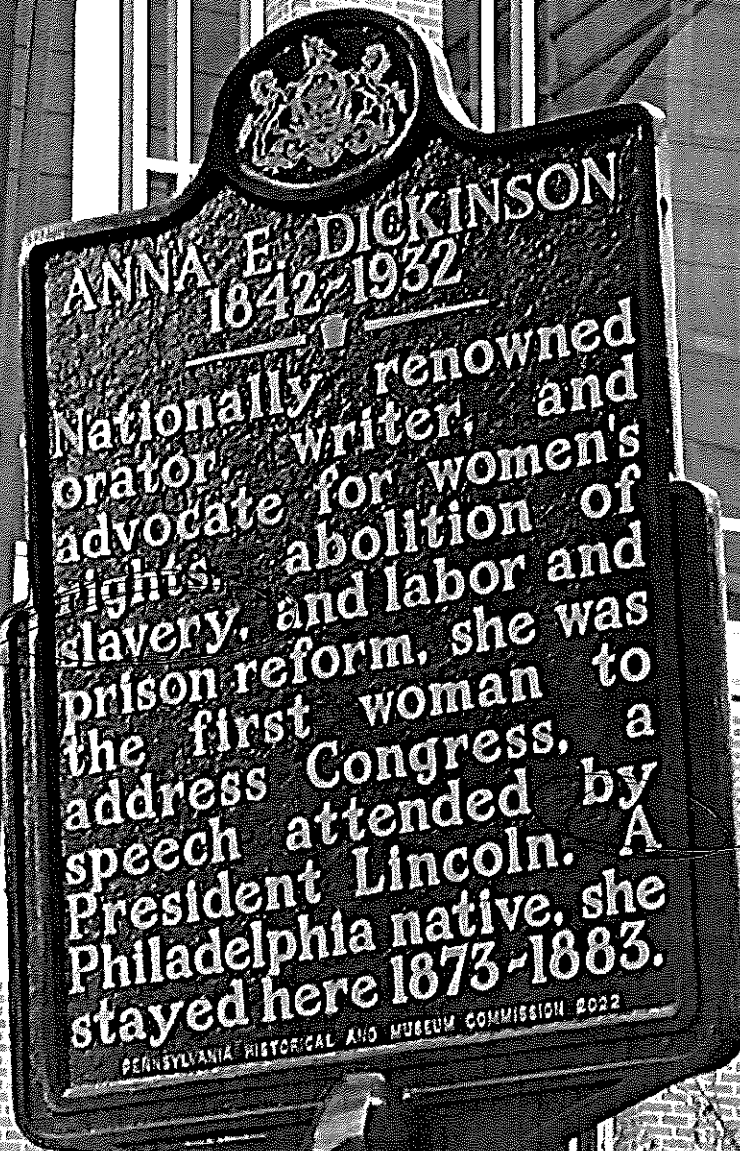


DEAN











Home > Kids > Art Supplies > Chalk & Pastels > Chalk

## Assorted Crayola® Party Colors Anti-Roll Sidewalk Chalk


Item # 10319838

★★★★☆ (172)



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 **Store Pickup — FREE** 

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Mail body: Fwd: Your eReceipt from Old Navy

----- Forwarded message -----

From: Old Navy &lt;orders@email.oldnavy.com&gt;

Date: Thu, Jun 15, 2023, 2:17 PM

Subject: Your eReceipt from Old Navy

To: &lt;averyhardaway@gmail.com&gt;

View in web browser.

OLD NAVY

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OLD NAVY - 03744  
1618-22 Chestnut Street  
Philadelphia PA 19103  
Tel.(215) 586-4143

06/15/2023

Trans.: 3339

Reg.: 301

Cashier: 3475189

02:17:27 PM

Store: 03744

Valid No: 2823

EXCHANGE

037443013339202306152823

Loose Taper Non-Stretch '94 -27.83(N)

Cargo Pants for Men

754565-071-3430

1 @ -29.99

521 - Discounts, \$0.00 off

0.00

539 - Discounts, \$2.16 off

2.16

Orig. Receipt: 037443013053 06/13/2023

Regular Fit Built-In Flex

15.00(N)

Everyday Poplin Shirt for Men

558349-031-0003

1 @ 26.99

Item Discount \$15.00

-11.99

M 15SHRT SLV VRD S

Fee for Small Bag

0.15(T)

173

1 @ 0.15

Total Discount - 9.83

Subtotal

-12.68

T1 Taxable Amount

0.15

T1(6.00%) Tax

0.01

Total Tax

0.01

Total

-12.67

DEBIT

-12.67

Entry Method:

Chip

Account:

XXXXXXXXXXXX5386

Auth:

AUTH 131178 (A)

Application Label:

VISA US COMMON DEBIT

AID:

A0000000980840

TVR:

8000048000

TSI:

6800

By entering a verified PIN, cardholder agrees to  
pay issuer such total in accordance with  
issuer's agreement with cardholder

Total Tender

-12.67

We would love to hear your feedback!

Please take our two minute survey:

<https://survey.medallia.com/oldnavy-feedback>

Unwashed and unworn merchandise,



accompanied by an original sales receipt, may be returned to any U.S. store within 30 days of purchase for full refund in original form of payment. A one-time price adjustment may be made within 14 days of purchase with an original receipt. Final Sale items are not eligible for returns or adjustments.

Valid photo ID required for unreceipted returns. Exchange or merchandise return card for current selling price. Information from your ID may be captured and retained by a third-party provider Old Navy uses to authorize returns and prevent fraud. For inquiries, call 1-800-652-2331 or visit [theretailer.equation.com](https://theretailer.equation.com).

Additional terms and restrictions apply. See store for full return policy details.

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RETURNS & EXCHANGES

INTEREST FREE

DOWNLOAD THE APP

FIND YOUR STORE

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Mail body: Fwd: Your eReceipt from Old Navy

----- Forwarded message -----

From: Old Navy &lt;orders@email.oldnavy.com&gt;

Date: Fri, Jun 23, 2023, 1:02 PM

Subject: Your eReceipt from Old Navy

To: &lt;averyhardaway@gmail.com&gt;

[View in web browser.](#)

OLD NAVY

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OLD NAVY - 03744  
 1618-22 Chestnut Street  
 Philadelphia PA 19103  
 Tel.(215) 586-4143

06/23/2023

Trans.: 9871

Reg.: 305

Cashier: 3503696

01:02:07 PM

Store: 03744

Valid No: 5951

RETURN

037443059871202306235951

Regular Fit Built-In Flex -15.00(N)  
 Everyday Poplin Shirt for Men  
 558349-031-0003 1 @ -15.00  
 Orig. Receipt: 037443013339 06/15/2023

Subtotal	-15.00
T1 Taxable Amount	-15.00
T1(0.00%) Tax	0.00
Total Tax	0.00
Total	-15.00

DEBIT -15.00  
 Entry Method: Chip  
 Account: XXXXXXXXXXXX5386  
 Auth: AUTH 140612 (A)  
 Application Label: VISA US COMMON DEBIT  
 AID: A0000000980840  
 TVR: 8000048000  
 TSI: 6800

By entering a verified PIN, cardholder agrees to  
 pay issuer such total in accordance with  
 issuer's agreement with cardholder

Total Tender -15.00

We would love to hear your feedback!  
 Please take our two minute survey:  
<https://survey.medallia.com/oldnavy-feedback>

Unwashed and unworn merchandise,  
 accompanied by an original sales  
 receipt, may be returned to any U.S.  
 store within 30 days of purchase for  
 full refund in original form of payment.  
 A one-time price adjustment may be made  
 within 14 days of purchase with an  
 original receipt. Final Sale items are not eligible for  
 returns or adjustments.

Valid photo ID required for unreceipted returns.  
 Exchange or merchandise return card for  
 current selling price. Information from  
 your ID may be captured and retained by



a third-party provider Old Navy  
uses to authorize returns and prevent  
fraud. For inquiries, call  
1-800-652-2331 or visit [theretailerelation.com](https://theretailerelation.com).

Additional terms and restrictions apply.  
See store for full return policy details.

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